

URBAN/MUNICIPAL

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1991

URBAN/MUNICIPAL

JAN. 25 - SEPT. 13

Agendas / minutes of the
Mayor's Race Relations
Committee
For the City of Hamilton



Mayor's Race Relations

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1991 January 16

URBAN MUNICIPAL

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GOVERNMENT DOCUMENTS

NOTICE OF MEETING

Mayor's Race Relations Committee

Friday, 1991 January 25

4:30 o'clock p.m.

Room 233, City Hall

Stella Glover

Stella Glover
Secretary

AGENDA

1. Minutes of meeting held 1990 October 12. (attached)
2. Sub-Committee Reports:
 - (a) Membership Sub-Committee (attached), and
 - (b) Budget Sub-Committee - N. Takhar (attached)
 - (c) Dinner Planning Sub-Committee - M. Webber
 - (d) Public Awareness Sub-Committee - D. Johnson
3. Other Business.
4. Adjournment

Friday, 1990 October 12
4:00 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor R.M. Morrow, Chairman
Professor H. Jain, Co-Chairman
Alderman D. Agostino
Mr. P. Shebib
Mrs. L. Sorger
Ms. M. Thomas
Ms. N. Takhar
Mr. J. Malik
Mrs. M. Wells
Mr. A. Zemitis
Mr. I. Boyko
Mr. L. Pasis
Mr. S. Beckir
Mr. N. Oliveira
Mr. S. Pooni
Dr. J. Johnston
Ms. D. Johnson
Mr. R. Austin

Also present: Sgt. J. Lasso, Hamilton-Wentworth Regional Police
Mr. M. Webber, Hamilton Separate School Board
Mrs. S. Glover, Secretary

Regrets: Insp. Watson, R.C.M.P.
Mr. M. Sween
Mr. P. Ma
Ms. S. Bonham
Mrs. B. Twal

MINUTES

The minutes of the meeting, dated 1990 August 10, were adopted.

EXECUTIVE COMMITTEE REPORT

Professor Jain reported for the Executive Committee and advised that the seminar being planned by the Public Awareness Sub-Committee was to be postponed until the new year. He said the Race Relations dinner would be held on November 21, details of which would be given in the dinner planning sub-committee report.

Professor Jain informed members of a request by Share International for speakers and reported that Mayor Bob Morrow is to be honoured by the Multicultural Council. He said he hoped that as many committee members as possible would attend the dinner to honour the Mayor and extended congratulations to the Mayor.

Professor Jain has said that the Year for Racial Harmony project was a very significant event which the Executive were proposing that the committee participate in. He said guidelines were to be prepared for attendance at out-of-town conferences and he drew the members' attention to a letter which had been sent out recently regarding spokesmen for the committee and provided clarification with regard to members speaking on behalf of the committee.

It was moved by Mr. Takhar, seconded by Marlene Thomas and CARRIED that the Executive Committee report be received for information.

MEMBERSHIP SUB-COMMITTEE REPORT

Mr. Takhar reported for the Membership Sub-Committee and said copies of the proposed guidelines had been circulated to members of the committee and Council and that personal visits had been made to Council members. He gave a brief overview of the guidelines and said positive comments and constructive suggestions had been made for incorporation in the final draft.

Mr. Takhar said a further meeting of the Membership Sub-Committee would be held and then it was hoped that the proposed guidelines would be taken to Council in December or January.

Alderman Agostino congratulated the Membership Sub-Committee on their work in preparing the guidelines and said that, although minor changes were to be made, the guidelines presented an excellent direction for the committee. The Mayor thanked the members who had worked so hard on the guidelines and Mr. Takhar thanked members of his sub-committee who had attended and participated in the preparation thereof.

Dr. Johnston suggested that the number of meetings be specified in the guidelines and Ms. Thomas asked all members to go through the proposed guidelines and work together to provide input.

BUDGET SUB-COMMITTEE REPORT

Mr. Takhar gave a report for the Budget Sub-Committee and said the sum of \$7,200.00 remained in the account. He said the Budget Sub-Committee would be meeting in the near future to prepare guidelines for sending people to conferences and he asked for input from members of the committee in this regard. Mr. Takhar said that he would bring back recommendations to the committee when they were prepared.

PUBLIC AWARENESS SUB-COMMITTEE REPORT

Ms. Johnson reported for the Public Awareness Sub-Committee and advised that the proposed seminar had been postponed at the request of the Executive Committee.

Ms. Johnson thanked members of her Planning Committee who had worked so hard on the proposed seminar. In response to a question from Professor Jain, Ms. Johnson said that the Public Awareness Sub-Committee would be trying to arrange events for the International Day for the Elimination of Racial Discrimination.

It was moved by Leslie Pasis, seconded by Lenore Sorger and CARRIED that the Public Awareness Sub-Committee report be adopted.

DINNER PLANNING SUB-COMMITTEE

Mr. Webber reported for the Dinner Planning Sub-Committee which he said had met on three occasions. He said he was looking at expenses in the region of \$3,000 and the major expense would be the hiring of the hall. However, some of the cost would be recouped from the sale of tickets.

Mr. Webber said that the entertainment would consist of the International Children's Choir and young musicians of the Pinto family. He said Premier Bob Rae had declined the invitation due to previous engagements and the Minister of Citizenship, the Honourable Elaine Ziemba, had been invited to attend as the keynote speaker.

Mr. Webber said the cost of the meal would be in the vicinity of \$17.00 per head and, therefore, the ticket prices would be \$15 each and \$25 per couple. He suggested that the members would pay for their own tickets.

Mary Weiner, who coordinated the ticket sales in the previous year, was again asked to be coordinator and the location would be at the Hamilton Convention Centre on November 21. The Co-Chairman thanked Mr. Webber for his report.

Rev. Johnston congratulated the committee on the progress it had made. A suggestion was made that tickets to members be complimentary as a token of thanks for their work. Discussion ensued on this matter and it was moved by Mayor Morrow, seconded by Ronald Austin and CARRIED that members of the Mayor's Race Relations Committee be charged 50% for tickets to the second annual Race Relations Dinner.

Mrs. Sorger suggested that an open house be held by the Mayor's Race Relations Committee at City Hall. She said that members of the community which she represented would not be able to afford tickets and this proposed open house would provide them with the opportunity to express their problems.

It was moved by Alderman Agostino, seconded by Ivan Boyko and CARRIED that the Dinner Planning Sub-Committee report be adopted.

It was moved by Mr. Takhar, seconded by Marlene Thomas and CARRIED that the maximum sum of \$5,000 be allocated from the Mayor's Race Relations account for the second annual Race Relations dinner.

YEAR FOR RACIAL HARMONY RELAY PROJECT

Discussion took place on the Year for Racial Harmony proposed relay project and it was moved by Alderman Agostino, seconded by John Johnston and CARRIED that the year 1991 be adopted as the year for racial harmony and that the Public Awareness Sub-Committee report back to the committee at the next meeting on the projects to be undertaken.

It was further moved by Ronald Austin, seconded by Alderman Agostino and CARRIED as follows:

1. That it be recommended to City Council that 1991 be adopted as the year for Racial Harmony in the City of Hamilton.
2. That the Mayor's Race Relations Committee participate in the Year for Racial Harmony relay in 1991.

MEDIA ARTICLES

Alderman Agostino referred to an article which had appeared in the Hamilton Spectator on September 19, 1990 regarding a rap concert. He expressed concern about the article and said he understood that the member quoted was not speaking on behalf of the Committee. He said that he wished to disassociate himself from those comments and felt that the comments were negative towards the police.

The Co-Chairman thanked Alderman Agostino for his comments and reiterated the position that the Co-Chairmen speak on behalf of the Committee, unless members received Executive approval. He stressed that members should make it plain, when speaking to the media, that they were speaking on their own behalf and not on behalf of the Committee.

TRANSFER OF HAMILTON-WENTWORTH REGIONAL POLICE ETHNIC RELATIONS OFFICER

Sgt. Lasso informed the Committee that, as of January 6, 1991, he would be transferred to the Special Services Section, Vice Branch, of the Hamilton-Wentworth Regional Police and that Officer Michael Webber would be taking his place as a resource person to the Mayor's Race Relations Committee. Sgt. Lasso thanked members of the Committee and asked that they cooperate with the new ethnic relations officer and that the lines of communication be kept open between the Committee and the police department.

The Committee directed that a letter be sent to Sgt. Lasso, with copies to his superiors, commending him on the excellent job which he had done.

LIBRARY TASK FORCE

Ms. Johnson advised the Committee that the Library Board were undertaking some strategic planning for Hamilton during the next ten years. She said that, as a result of a survey, she had been asked to develop a task force of ethnic people in Hamilton to advise the Library Board on some of the publications they would like to see in the library. Ms. Johnson said that this indicated that various organizations and institutions were realizing the diversity of the community and taking steps to accommodate them.

ADJOURNMENT

There being no further business, the meeting then adjourned.

Taken as read and approved.

Mayor R.M. Morrow
Chairman

Professor H. Jain
Co-Chairman

Stella Glover, Secretary

26
LISTED BELOW ARE THE CHANGES TO THE PROPOSED MEMBERSHIP POLICY GUIDELINES AND ASSOCIATED PROCEDURES FOR THE CITY OF HAMILTON RACE RELATIONS COMMITTEE DATED OCT. 05/90 - AS MARKED '**'.

Page 1 -

Under "RACE RELATIONS COMMITTEE:" the heading "A Special Committee of Council to Deal With Race Relations" was added.

5(a) Committees and Commissions clause - changed from:

"look into the composition of Committees and Commissions and encourage the members of visible minorities to apply to various Committees and Commissions.

5(e) Membership clause - changed from:

"recommend people to fill vacancies when they occur during the term of The Committee; recommend seminars/programmes for the development of members; recommend changes to the composition of The Committee if required; record and report on the status (attendance) of members of the Advisory Council and The Committee.

Page 2 -

Under "TERMS OF REFERENCE"

(a) - changed from:

"advise and consult with the Mayor and the City Council on matters involving racial, religious, or ethnic discrimination and equal employment opportunity;

(f) - changed from:

"receive, review, act upon and/or refer, as required, and follow up on complaints of tension, prejudice, racism and practices of discrimination;

Page 4 -

Under "SELECTION OF MEMBERS to Advisory Council and The Committee"

4 - changed from:

The Selection Committee reserves the right to add up to two more members to the Advisory Council if/as the need arises.

**CHANGES TO THE PROPOSED MEMBERSHIP POLICY GUIDELINES AND
ASSOCIATED PROCEDURES FOR THE CITY OF HAMILTON RACE RELATIONS
COMMITTEE DATED OCT. 05/90**

Pg. 2

Page 5 -

5 - an added clause

6 - formerly #5

7 - formerly #6

8 - formerly #9

9 - added clause

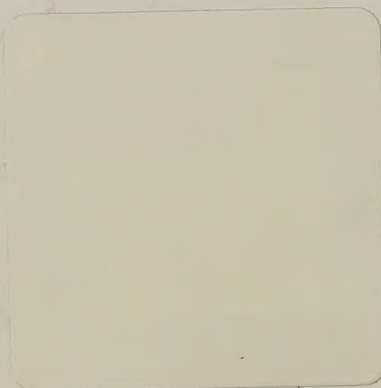
Clause "CONDUCT OF BUSINESS IN THE COMMITTEE AND ADVISORY COUNCIL"

- was derived from #7 under section "Selection of Members to Advisory Council and The Committee":

"The present rules of procedure for Standing Committees of the City Council will apply to The Committee."

5 - formerly #8 in section "Selection of Members to Advisory Council and The Committee":

"The Clerk's Department assigns a Legislative Assistant to function as secretary to The Committee and Advisory Council."



PROPOSED MEMBERSHIP POLICY GUIDELINES AND ASSOCIATED PROCEDURES FOR THE CITY OF HAMILTON RACE RELATIONS COMMITTEE

This Proposal envisages the formation of a Race Relations Committee and an Advisory Council.

RACE RELATIONS COMMITTEE:

* A Special Committee of Council to Deal With Race Relations

1. The Race Relations Committee will be called "The Mayor's Race Relations Committee" and hereafter "The Committee".
2. The Committee will consist of the Mayor, two Aldermen, nine citizen members and Chairperson of the Advisory Council.
3. At least two-thirds of the nine citizen members of The Committee will be from the Advisory Council. The remaining members, if any, may be from the community at large.
4. The Mayor will be the Chairperson of The Committee and The Committee members will elect the Vice-Chairperson from members. The Vice-Chairperson will preside over all meetings and activities of The Committee in the absence of the Mayor.
5. The standing Sub-Committees of The Committee are:
 - (a) Committees and Commissions - * look into the composition of Committees and Commissions and encourage the members of visible and ethnic minorities to apply to various Committees and Commissions.
 - (b) Finance - prepare and manage budget, look into funding sources.
 - (c) Media - monitor all print and electronic media.
 - (d) Mediation - deal with complaints relating to racial discrimination and incidents.
 - (e) Membership - * recommend people to fill vacancies when they occur during the term of the Advisory Council; recommend seminars/programmes for the development of members; recommend changes to the composition of The Committee if required; record and report on the status (attendance) of members of the Advisory Council and The Committee.

- (e) Public Awareness - education through conferences, seminars, workshops and publications.
- 6. The Committee may strike any Ad Hoc Committee for a special project or an event as/if the need arises. The Chairperson of the Ad Hoc Committee may be chosen from the Advisory Council.
- 7. Each Sub-Committee will be Chaired by a member of The Committee. The Sub-Committee members will be chosen from the Advisory Council.

TERMS OF REFERENCE

It shall be the duty of the Mayor's Race Relations Committee to:

- (a) * advise and consult the Mayor and report to City Council on matters involving racial, religious, or ethnic discrimination and equal employment opportunity;
- (b) formulate and recommend to Council appropriate policies and strategies, which will reduce tensions and enhance the community, race, and ethnic relations climate in the City;
- (c) work actively with the Hamilton-Wentworth Regional Police Department, the Hamilton and Area Boards of Education, and other relevant organizations and institutions to foster a spirit of mutuality, trust and respect amongst the City's visible minorities and other community groups;
- (d) encourage minority and other local groups, both public and private, to engage in programmes for the improvement of community relations and the fulfilment of human rights;
- (e) initiate and co-ordinate discussions between individuals or groups to lessen tensions and promote understanding in the community;
- (f) * receive, review, facilitate and offer assistance to complainants as required on matters of tension, prejudice, racism and practices of discrimination;
- (g) recommend to the Municipality, programmes to provide equal treatment and employment opportunity, including recruitment, hiring, training and promotion for visible and other minorities;

- (h) recommend that other government, educational, and social agencies research the status and treatment of minority and other community groups in Hamilton and area; and,
- (i) to learn, understand, respect and convey the special status and issues of Native People(s) (aboriginals of this country) as well as their rights, whether it be aboriginal/treaty.

ADVISORY COUNCIL:

1. The strength of the Advisory Council will be 35 community members plus the Resource Persons.
2. The following possible non-voting Resource Persons for the Advisory Council are proposed:
 - The Corporation of the City of Hamilton - Human Resources Department
 - The Corporation of the City of Hamilton - Union Representative
 - The Regional Municipality of Hamilton-Wentworth - Human Resources Department
 - Hamilton-Wentworth Regional Police
 - Hamilton Board of Education
 - Hamilton-Wentworth Roman Catholic Separate School Board
 - Hamilton & District Labour Council
 - Council of Churches
 - Human Rights Commission
 - R.C.M.P.
 - O.P.P.

The Advisory Council will have a Chairperson and Vice-Chairperson selected by members to organize the affairs of the Council.

The Resource persons will be available to the Race Relations Committee on request.

FUNCTIONS OF ADVISORY COUNCIL:

1. To provide and facilitate the interaction between the visible minority and ethnic community and the Race Relations Committee.
2. To learn, understand, respect and convey the special status and issues of Native people(s) (aboriginals of this country), as well as their rights, whether it be aboriginal/treaty.
3. To advise the Race Relations Committee about relevant issues in the community of Hamilton and area.
4. To serve as Resource for the Sub-Committees required in the execution of plans by the Race Relations Committee.
5. To network different communities in the planning of programmes for the promotion of harmonious race relations within the community.
6. To recommend Race Relations Educational Programmes to the Race Relations Committee.
7. To work together with Resource persons representing various institutions in an effort to promote harmonious race relations.

SELECTION OF MEMBERS to Advisory Council and The Committee

1. Application for membership to the Advisory Council and/or The Committee will be invited by advertisement in the local media,

and, a letter to visible minority and ethnic Associations in the Hamilton area requesting their interested members to apply for membership on the Council and/or The Committee.
2. The Selection Committee will consist of the Mayor, two Aldermen, Past Chairperson and Past Vice-Chairperson of the Advisory Council.
3. Criteria for selection of members for the Advisory Council or The Committee will be primarily the applicant's involvement in promoting racial harmony in the community and care should be taken that the maximum number of various visible minority groups are represented on the Council and The Committee.
4. * The Selection Committee reserves the right to add up to two more members to the Advisory Council if/as the need arises or fill vacancies on The Committee if/when they occur during the term.

5. * The names of those selected will be presented to Council at their next meeting.
6. * Members are expected to attend all meetings, including the Sub-Committee meetings, on a regular basis. If however a member is absent from two consecutive meetings without due cause, that member will be advised in writing that they shall cease to be a member if they do not attend the meetings regularly.
7. * The Mayor will call the first meeting of the Advisory Council in February. At this meeting members will select the Chairperson and Vice-Chairperson in secret balloting.
8. * The Mayor will call the first meeting of The Committee following the meeting of the Advisory Council. The members will select the Vice-Chairperson of The Committee by secret ballot and select Chairpersons of Sub-Committees.
9. * One-third of the membership of The Committee and Advisory Council will be retired annually. Initially members selected to serve the one, two and three year term will be drawn by ballot. Subsequently, members may serve three successive years only.

CONDUCT OF BUSINESS IN THE *
COMMITTEE AND ADVISORY COUNCIL

1. The Chairperson, or in the absence of the Chairperson, the Vice-Chairperson, shall preside and shall have a vote on all questions submitted, and in case of an equal division the question shall be decided in the negative.
2. In the absence of the Chairperson and the Vice-Chairperson one of the other members shall be elected to preside, and shall discharge the duties of the Chairperson during the meeting, or until the arrival of the Chairperson or Vice-Chairperson at such meeting.
3. A quorum shall consist of the number of members of The Committee or Advisory Council required to make a bare majority of the total membership.
4. The Committee shall hold meetings regularly each month.

The Advisory Council shall meet every second month except July and August.

Special meetings can be arranged if so required on request of the Chairperson.
5. * The Clerk's Department assigns a Legislative Assistant to function as secretary to The Committee and Advisory Council.

NOMINATION APPLICATION PROCESS:

The representatives will be selected on the basis of experience, special expertise in the area of cross-cultural relations, knowledge of or membership in native groups, various Hamilton racial minority groups, or agencies serving the needs of such groups.

City Council encourages the submission and/or nomination by individuals who may be considered for appointment to The Committee. Submission should include a biographical note on the individual, including his/her qualifications and experience as well as an indication of the nominee's willingness to serve, and 3 references.

Nominations should be forwarded to the City Clerk's Department, Membership City of Hamilton Race Relations Committee, City Hall, 71 Main Street West, Hamilton, L8N 3T4.

Jan. 07/91

2 (b)

MAYOR'S RACE RELATIONS COMMITTEE

1991 BUDGET

Telephone	City Clerk's Department
Postage	\$ 1,000.00
Office Supplies & Stationery	700.00
Committee Sponsored Seminars (3)	7,500.00
Travel for Attendance at Out-of-Town Seminars	1,000.00
Cultural Exchanges	1,500.00
Monthly Meeting Expenses	<u>800.00</u>

1991 BUDGET REQUEST

\$12,500.00

Rokin

(d) 2

Proposed to amend the Police Department and to amend the
Provisions for the City of New York and to amend the

ARTICLE 100. POLICE DEPARTMENT

The Police Department shall be organized and operated as follows:

1. The Police Department shall be organized into divisions and sub-divisions as follows:

(a) The Police Department shall be organized into divisions and sub-divisions as follows:

(b) The Police Department shall be organized into divisions and sub-divisions as follows:

(c) The Police Department shall be organized into divisions and sub-divisions as follows:

CORPORATION OF THE CITY OF HAMILTON

FEB 29 1991

MEMORANDUM

URBAN/MUNICIPAL

CAY ON HBL A35

A352

1991

TO: Co-Chairmen and Members
Mayor's Race Relations Committee

YOUR FILE:

FROM: Mrs. S. Glover, Secretary
Mayor's Race Relations Committee

OUR FILE:

PHONE: 546-3993

SUBJECT: Business Seminar -
"Good Race Relations Makes Good Cent\$"

DATE: 1991 February 5

Attached for your information is a copy of a brochure for the forthcoming Small Business Seminar to be held on 1991 February 27 at the Royal Connaught Hotel.

Members of the Committee are encouraged to support the Seminar. Registration fee is \$25.00 plus \$1.75 G.S.T.

Please share this information with members of the community/organization which you represent.

Stella Glover

Mayor's Race Relations Committee

URBAN/MUNICIPAL

CAY ON HBL A35

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1991

1991 February 27

URBAN MUNICIPAL

MAR 8 1991

GOVERNMENT DOCUMENTS

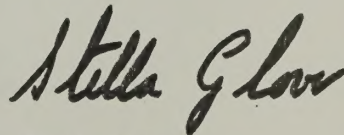
NOTICE OF MEETING

Mayor's Race Relations Committee

Friday, 1991 March 08

4:30 o'clock p.m.

Room 233, City Hall



Stella Glover
Secretary

AGENDA

1. Minutes of meeting held 1991 January 25.
2. Sub-Committee Reports:
 - (a) Membership Sub-Committee and
 - (b) Budget Sub-Committee - N. Takhar
 - (c) Public Awareness Sub-Committee - D. Johnson
 - (d) Mediation - K. Stone
3. Information Item:
 - (a) Canadian Association of Chiefs of Police re: Multicultural Co-ordinator.
4. Other Business.
5. Adjournment

Friday, 1991 January 25
4:30 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor R.M. Morrow, Co-Chairman
Professor H. Jain, Co-Chairman
Alderman D. Agostino
Mr. R. Austin
Mr. S. Beckir
Ms. S. Bonham
Mr. P. Castrodale
Mr. T. Childs
Ms. D. Johnson
Mr. P. Leon
Mr. P. Ma
Mr. N. Oliveira
Mr. L. Pasis
Mr. S. Pooni
Mrs. M. Ricketts
Mr. P. Shebib
Mrs. L. Sorger
Mr. K. Stone
Mr. N. Takhar
Ms. M. Thomas
Mrs. B. Twal
Mrs. M. Wells
Mr. A. Zemitis

Also present: Mr. S. Barrs, Hamilton Board of Education
Mr. L. Beach, Hamilton Board of Education
Mr. M. Webber, Hamilton Separate School Board
Sgt. G. Bell, O.P.P.
Insp. R. Watson, R.C.M.P.
Acting Sgt. M. Webber, Hamilton-Wentworth Regional Police
Mr. G. Ostofi, Regional Municipality of Hamilton-Wentworth
Councillor M. Shurvin, Town of Flamborough
Mr. B. Thompson, Office of Richard Allen
Mr. R. Di Gregorio, Hamilton Spectator
Mrs. S. Glover, Secretary

Regrets: Rev. J. Johnston
Mr. J. Malik
Mr. I. Boyko
Mrs. C.C. Thompson
Mr. M. Sween

1. Introduction of Guests

Mayor Morrow introduced Mark Shurvin, a Councillor from Flamborough and Bill Thompson of Richard Allen's office, and welcomed them to the meeting.

2. War in Middle East

Mrs. Twal addressed the Committee and read a statement from the Arab community. Mrs. Twal stated that every person in the Arab community was affected by the war and said fear existed in the community at the present time and that children were being harassed. She said the community also feared that an escalation of the war could result in a repeat of internment.

Mrs. Twal said the Arab community was asking the Mayor's Race Relations Committee both individually and collectively to be on the lookout and condemn these racist activities. She reminded the Committee that those that discriminate against one section of the community would also discriminate against another.

The Mayor thanked Mrs. Twal and said members of the Committee would certainly back her comments.

Mr. Barrs advised the Committee of pro-active measures being taken by the Board of Education in this regard.

It was moved by Santokh Pooni, seconded by Ken Stone and **CARRIED** that the following resolution be adopted by the Mayor's Race Relations Committee:

"That the Mayor's Race Relations Committee condemns the hysteria brought about by the Middle East conflict. The members of certain communities, especially the Arab community, are becoming the target of racial discrimination and harassment. This Committee condemns the appearance of such tendencies in the community and urge the citizens of Hamilton, in general, and members of this Committee, in particular, collectively and individually, to be on the lookout, condemn such attitudes when they surface, and work for the furtherance of understanding and patience among Canadians."

3. Minutes

It was moved by Leslie Pasis, seconded by Michael Webber and **CARRIED** that the minutes of the meeting held 1990 October 12 be adopted.

4. Membership Sub-Committee Report

Mr. Takhar gave the Membership Sub-Committee Report and advised the Committee of the proposed changes to be made to the Guidelines as a result of input from Committee members and Council members.

The Committee reviewed the revised Guidelines and made the following revisions:

- The first sentence under the Race Relations Committee would read "a special Committee of the City Council will deal with Race Relations".

It was moved by Leslie Pasis, seconded by Marlene Thomas and **CARRIED** that the Mayor's Race Relations Committee continue to have two Chairmen, being the Mayor and a Co-Chairperson.

Professor Jain thanked the Sub-Committee for the long hours they had spent and the tremendous job which they had done in preparing the proposed Membership Policy Guidelines.

The Committee further amended the Guidelines to reflect that members of the Committee and Advisory Council would serve the term of Council.

It was moved by Nirmal Takhar, seconded by Tyrone Childs and **CARRIED** that they Mayor's Race Relations Committee accept the draft Proposed Membership Policy Guidelines and Associated Procedures as amended.

4. Dinner Planning Sub-Committee

Michael Webber gave the Dinner Planning Sub-Committee report and thanked the members of his Sub-Committee for their hard work in planning the 1990 Race Relations Dinner.

Mr. Webber said the Dinner had been a success in spite of the fact that there had been a number of important events taking place on the same evening, which he felt affected the turnout.

Mr. Webber said approximately 225 people were present at the Dinner and the Guest Speaker had been Elaine Ziemba, the Minister of Citizenship with Responsibility for Human Rights, Disabled Persons, Senior Citizens and Race Relations. He said the Children's Peace Choir had provided entertainment together with the Pinto Family musicians, who had serenaded guests at their tables. Mr. Webber presented a financial statement for the Dinner.

5. 1991 Budget

Mr. Takhar presented the 1991 Budget request in the amount of \$12, 500.00.

It was moved by Nirmal Takhar, seconded by Phil Leon and CARRIED that the 1991 budget request in the amount of \$12,500.00 be adopted.

6. Public Awareness Sub-Committee Report

Doreen Johnson reported for the Public Awareness Sub-Committee and informed the Committee that City Council had adopted 1991 as the Year for Racial Harmony in the City of Hamilton. She informed the Committee of events which were proposed to take place during 1991 and said the first item would be the seminar proposed for February 27, 1991. Ms. Johnson said Lee Kirkby from the Chamber of Commerce would be the Keynote Speaker and the Chamber had agreed to do the mailing for the Committee. The brochure was presently being compiled and the Sub-Committee was asking for the co-operation of members of the Mayor's Race Relations Committee. She said there was a need for people to act as facilitators for small group discussion and it was hoped that as many of the Committee as possible would be in attendance. Members of the Committee were asked to encourage the small business community to attend the seminar.

It was agreed that a meeting of the Executive Committee would take place at 4:30 p.m. on Tuesday, January 29 prior to the next Public Awareness Sub-Committee meeting at 5:30 p.m.

Ms. Johnson introduced Candace Malott, a local artist who had offered to donate one of her paintings which was featured in the International Peace Calendar to City Hall during the 1991 Year for Racial Harmony celebrations.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Professor H. Jain
Co-Chairman
Mayor's Race Relations Committee

Mayor R.M. Morrow
Co-Chairman
Mayor's Race Relations Committee

Stella Glover, Secretary

Canadian Association of
Chiefs of Police



Association canadienne
des Chefs de Police

Tower B, Place de Ville, Suite 1908
112 Kent St., Ottawa, Ontario, K1P 5P2
(613) 233-1106 Fax (613) 233-6960

RefPRO-22

February 18, 1991

3(a)

Professor Harish Jain
Co-Chairman
Hamilton Mayor's Race Relations Committee
City of Hamilton
71 Main Street
Hamilton, Ontario
L8N 3T4

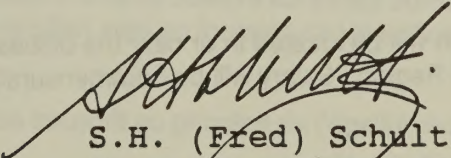
Dear Professor Jain:

The Canadian Association of Chiefs of Police (CACP) proposes to hire a Multiculturalism Coordinator for the purpose of facilitating the work of the CACP's Police Multicultural Liaison Committee.

The CACP's continued involvement in the area of Multiculturalism and race relations requires knowledgeable staff resources dedicated for the purpose of promoting greater awareness of police/minority issues. The attached description of duties and responsibilities of the position of Multiculturalism Coordinator, together with skills profile is provided for your information and circulation to interested parties.

Your cooperation in this endeavour is much appreciated.

Yours sincerely,


S.H. (Fred) Schultz
Executive Director

SHS/lat

Canadian Association of Chiefs of Police

Multiculturalism Coordinator

Duties and Responsibilities

Under the direction of the Executive Director of the Canadian Association of Chiefs of Police (CACP) will perform the following duties and responsibilities:

1. Assist the CACP's Police Multicultural Liaison Committee in developing and implementing its 3 year Action Plan.
2. Report on the progress made in implementing the 3 year Action Plan and any other directives with respect to multiculturalism and race relations.
3. Facilitate liaison/consultation/co-ordination between the CACP, Multiculturalism and Citizenship Canada and other government organizations and ethnocultural and visible minority communities with an interest in promoting improved race relations and cross-cultural understanding.
4. Liaise with the proposed Canadian Police Race Relations Centre.
5. Provide encouragement and assistance to Police organizations wishing to embark on proactive measures to improve police/minority relations.
6. Assist in organizing national conferences, as well as regional symposia, workshops relating to police/minority relations.
7. Contribute articles and information pertinent to police/minority relations for publication in CACP and associated bulletins and newsletters.
8. Coordinate logistical support for PMLC meetings and other related activities.
9. Liaise with the Executive Assistant/Officer Manager of CACP with respect to budgetary requirements associated with PMLC activities.
10. Perform any other duties as may be assigned by the Executive Director of the CACP.

Skill Requirements

1. Education - Bachelor of Arts degree in the Social Sciences.
2. Experience in a voluntary or professional capacity working with multicultural/race relations community organizations.
3. Demonstrated knowledge of current police/minority issues.
4. Experience with law enforcement/legal issues would be an asset.
5. Bilingual in both official languages.

This position will be located in or near the offices of the Canadian Association of Chiefs of Police (CACP) in the National Capital Region. Salary will be commensurate with qualifications. The CACP is an equal opportunity employer.

Closing date: March 29, 1991

Forward applications to:

**Executive Director
Canadian Association of Chiefs of Police
Place de Ville, Tower "B"
1908 - 112 Kent St.
Ottawa, Ontario
K1P 5P2**

Association canadienne des Chefs de police coordonnateur en Multiculturalisme

Fonctions et responsabilités

Sous la direction du directeur exécutif de l'Association canadienne des Chefs de police (ACCP), le titulaire de ce poste assumera les fonctions et responsabilités suivantes:

1. Assister le Comité de liaison sur le multiculturalisme de l'A.C.C.P. dans le développement et l'implantation de son Plan d'action triennal.
2. Fournir des rapports progressifs sur l'implantation du Plan d'action triennal ainsi que sur toute autre directive reliée au multiculturalisme et aux relations interraciales.
3. Faciliter la liaison/consultation/coordination entre l'A.C.C.P., Multiculturalisme et Citoyenneté Canada ainsi que tout autre organisme gouvernemental, et des associations ethnoculturelles et minorités visibles ayant un intérêt à promouvoir une plus grande compréhension interculturelle et une amélioration au niveau des relations interraciales.
4. Agir, à titre de liaison, avec le futur Centre canadien de la police sur les relations interraciales.
5. Assister et encourager les organisations policières désireuses d'entreprendre des mesures proactives en vue de promouvoir les relations police/minorités.
6. Offrir la collaboration nécessaire à l'organisation de conférences nationales, de colloques régionaux ainsi que d'ateliers traitant des rapports entre la police et les minorités.
7. Collaborer à la rédaction et à la diffusion de textes éducatifs et/ou informatifs sur les relations police/minorités dans la revue de l'Association et autres bulletins affiliés.
8. Coordonner le soutien logistique pour les réunions du P.M.L.C. ainsi que les autres activités pertinentes.
9. Travailler en étroite collaboration avec l'assistante exécutive de l'A.C.C.P. dans le respect des budgets octroyés pour les activités du P.M.L.C.
10. Accomplir toute autre tâche qui lui est confiée par le directeur exécutif de l'A.C.C.P.

Qualifications requises

1. Formation - Baccalauréat des Arts en sciences sociales.
2. Expérience en tant que bénévole ou comme professionnel auprès d'organisations communautaires oeuvrant dans le domaine du multiculturalisme et des relations interraciales.
3. Connaissance des affaires courantes se rapportant aux relations police/minorités.
4. Toute expérience dans l'application de la justice au Canada sera considérée comme un atout.
5. Bonne connaissance du français et de l'anglais.

Le titulaire de ce poste travaillera dans la région d'Ottawa où sont situés les bureaux de l'Association canadienne des Chefs de police (A.C.C.P.). Le salaire offert sera en fonction des qualifications du candidat retenu.

L'Association canadienne des Chefs de police souscrit au principe de l'égalité dans l'emploi.

Date d'échéance : 29 Mars 1991

Tout demande doit être acheminé à l'attention du : Directeur Exécutif
Association canadienne des Chefs de police
Place de Ville
Tour "B", 1908 pièce
112, rue Kent
Ottawa, Ontario

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ON OF THE CITY OF
MEMORANDUM

RUTH GREENWOOD
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HAMILTON PUBLIC LIBRARY

TO: Co-Chairmen & Members
Mayor's Race Relations Committee

YOUR FILE:

FROM: Mrs. S. Glover, Secretary
Mayor's Race Relations Committee

OUR FILE:
PHONE: 546-3993

SUBJECT: International Day for the
Elimination of Racial Discrimination

DATE: 1991 March 13

Please be advised that the Mayor's Race Relations Committee will be commemorating International Day for the Elimination of Racial Discrimination by holding a rally on the forecourt of Hamilton City Hall at 11:00 a.m. on Thursday, March 21, 1991. In the event of inclement weather the rally will be held in the Council Chamber. A reception will be held immediately following the rally on the second floor of City Hall.

Please share this information with the community/organization which you represent. It is hoped that as many people as possible will attend, in ethnic dress where possible.

A temporary parking permit is attached for the convenience of the members of the Committee.

Mayor's Race Relat

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HAMILTON PUBLIC LIBRARY

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GOVERNMENT DOCUMENTS

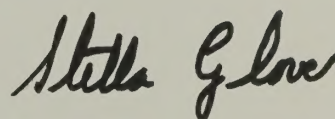
NOTICE OF MEETING

Mayor's Race Relations Committee

Friday, 1991 May 03

4:00 o'clock p.m.

Room 233, City Hall



Stella Glover
Secretary

AGENDA

1. Minutes of meeting held 1991 March 08.
2. Sub-Committee Reports:
 - (a) Executive Committee - **Dr. H. Jain**
 - (b) Membership Sub-Committee - **Mr. N. Takhar**
 - (c) Public Awareness Sub-Committee - **D. Johnson**
 - (i) Inter-marriage Forum - **T. Child**
 - (ii) Race Relations in the Workplace Forum - **P. Shebib**
 - (d) Mediation - **K. Stone**
 - (e) Ad Hoc Dinner Committee - **Dr. H. Jain**
3. Presentation "War Against Starvation" - **B. Khan**
4. NACOI - Proposed Conference
5. Task Force on Sustainable Development - Community Forum.
6. Other Business.
7. Adjournment

Friday, 1991 March 08
4:30 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Committee met.

There were present: Professor H. Jain, Co-Chairman

Alderman D. Agostino
Mr. S. Beckir
Mrs. S. Bonham
Mr. I. Boyko
Mr. T. Childs
Mr. W. Cooke
Ms. D. Johnson
Rev. J. Johnston
Mr. P. Leon
Mr. P. Ma
Mr. N. Oliveira
Mr. L. Pasis
Mr. S. Pooni
Mrs. H. Probert
Mrs. M. Ricketts
Mr. P. Shebib
Mr. N. Takhar
Ms. M. Thomas
Mr. A. Zemitis

Also present:

Mr. L. Beach, Hamilton Board of Education
Acting Sgt. M. Webber, H-W Regional Police
Mrs. S. Glover, Secretary

Regrets:

Mayor R.M. Morrow, Co-Chairman (absent on City business)
Mrs. E. Auchinvole
Mr. K. Stone
Mr. M. Sween
Const. G. Bell, O.P.P.
Insp. R. Watson, R.C.M.P.

1. Introduction of Guest

Dr. Johnston introduced a student of journalism from Carleton University who was attending the meeting that afternoon.

2. Minutes

It was moved by Leslie Pasis, seconded by Marjorie Ricketts and **CARRIED** that the minutes of the meeting held 1991 January 25 be adopted.

Mr. Pasis requested that the financial statement of the 1990 Annual Race Relations Dinner be circulated to members.

3. Desecration of Jewish Cemetery

Alderman Agostino referred to a report which appeared in that day's newspaper with regard to recent arrests by police of desecrators of a Jewish cemetery. He asked that the Committee go on record in this regard.

It was moved by Alderman Agostino, seconded by Ivan Boyko and **CARRIED** that the Mayor's Race Relations Committee stands by its friends in the Jewish community in the City and condemn anti-semitic incidents in the City and commend the police in apprehending those responsible.

It was further moved by Ivan Boyko, seconded by Michael Webber and **CARRIED** that the Mayor's Race Relations Committee reiterate its position as being against all such instances of racism regardless of which group they be against.

4. Meeting Times

Mr. Leon expressed concern at the time change in the meeting from 4:00 p.m. to 4:30 p.m. and the fact that the Executive Committee was taking place prior to the meeting. He asked that the time for the Mayor's Race Relations Committee be returned to 4:00 p.m. and that if an Executive Committee meeting was scheduled to take place prior to this meeting that it be made clear that the Executive Committee meeting end in time for the Mayor's Race Relations Committee meeting to start promptly. The Co-Chairman agreed that this would be done.

5. Sub-Committee Reports

(a) **Membership Sub-Committee:**

Nirmal Takhar reported for the Membership Sub-Committee and distributed revised copies of the Proposed Membership Guidelines for information. It was noted that these had already been approved by the Committee and would be sent to Council within the next few weeks with the recommendation that they become effective with the next term of Council.

(b) **Budget Sub-Committee:**

Nirmal Takhar reported for the Budget Sub-Committee and stated that the Budget request for 1991 in the amount of \$12,500.00 had been approved.

The Budget Sub-Committee is to formulate written guidelines for members attending conferences for consideration by the Committee for implementation at the next term of office.

(c) **Public Awareness Sub-Committee:**

Doreen Johnson reported for the Public Awareness Sub-Committee and gave details of preparations for the International Day for the Elimination of Racial Discrimination on March 21st. She said letters would be sent out to various community groups, three levels of police, public, separate and private schools inviting participation. Ms. Johnson said buttons, posters, etc. were already on hand and the agenda for March 21st would include National Anthem, introduction and welcome by the Mayor and Chief Colin Millar, participation by children would be stressed and children would be speaking, ethnic

organizations would be asked to wear ethnic dress where possible and speakers would include the Native Indian Princess, a young person from the Dominican Association and a student from Sir John A. MacDonald High School. Ms. Johnson said a young group called "Open Mind" would be asked to sing and Dr. Jain would unveil artwork which had been presented by Candace Malott. Song sheets would be distributed and everyone would sing "We Are The World". The programme would commence at 11:00 a.m. and finish by approximately 12:00-12:30, to be followed by a reception at City Hall. A letter is to be sent to all members of the Committee advising those not present of the March 21st celebrations.

Professor Jain advised the Committee that the Committee had been nominated for a Minister's Award in Excellence and it was expected that the results would be made known to the Committee within the next few days. He said six members of the Committee had also been nominated for Volunteer Service Awards which would also be announced very shortly.

Professor Jain asked that the Committee support International Day for the Elimination of Racial Discrimination. It was noted, however that some members would have difficulty because celebrations were taking place during a working day.

The Committee was advised of a recommendation from the Executive Committee and it was moved by Nirmal Takhar, seconded by Marjorie Ricketts and **CARRIED** that the sum of \$500.00 be allocated for expenses incurred on March 21, 1991, International Day for the Elimination of Racial Discrimination.

In response to an earlier request from the Committee, Ms. Johnson submitted a list of suggested projects which the Committee might undertake in 1991 during the Year for Racial Harmony Relay. She asked members of the Committee to volunteer to be responsible for co-ordinating these projects. The Committee was advised that a grant application would be made to the Race Relations Directorate for \$35,000.00 for the year's activities. The following were the suggested projects:

- April 14 - participation in multi-cultural caravan at Sir John A. MacDonald School
- April 17 - symposium on inter-marriage, differences and similarities -
T. Childs volunteered.
- May 26 - photography contest for general public - subject to be pictures showing racial harmony in the City of Hamilton, an exhibit of photographs to be held at City Hall to be followed by a reception for the winners.
- H. Probert agreed to co-ordinate this event.
- June 15 - forum on Race Relations in the Workplace
- P. Shebib will co-ordinate this event.
- June 29 -
- July 1 - It's Your Day celebration
- Sept. 26 - essay, poetry and art contest on racial harmony for public, private and separate schools. The winning school to be awarded a Canadian encyclopedia or other book which the Committee considered suitable.
- L. Beach agreed to co-ordinate this event.

In addition to these projects, the Public Awareness Sub-Committee suggested that the racial and ethnic communities in Hamilton could also be asked to put together presentations to make the public aware of their customs, culture, etc. Ms. Johnson said it was hoped in this way to encourage the communities to become involved.

The Chairman asked that the list of projects be circulated to the Committee as quickly as possible in order that all members be advised of the projects and asked to volunteer and to participate.

Ms. Johnson then gave an update on the Small Business Seminar which was held at the Royal Connaught Hotel on February 27. She said the turnout was small and there was a lack of participation by Committee members. However, speeches were well done and participants were extremely pleased with the information they received. Ms. Johnson said the wrap-up meeting had been held and some suggestions put forward for future seminars.

Mr. Pasis advised the Committee that the Multicultural Council was planning to hold a second dinner in the Fall and expressed concern that the Multicultural Council and the Mayor's Race Relations Committee not compete. He suggested that perhaps the two groups could unite and, if the Mayor's Race Relations Committee was in agreement, he would take this suggestion back to the Multicultural Council.

After discussion, an Ad Hoc Committee was struck to look into the possibility of amalgamating the Race Relations' dinner and report back to the Committee. The Ad Hoc Committee consisted of:

Harish Jain
Santokh Pooni
Nirmal Takhar
Marjorie Ricketts
Leslie Pasis

Mr. Childs advised the Committee of the workshop he had attended at the Small Business Seminar and gave an outline of the content.

The Chairman reported on recommendations from the Executive Committee, and the Committee adopted the following recommendations:

It was moved by Santokh Pooni, seconded by Nirmal Takhar and **CARRIED** that Marlene Thomas be appointed as the Membership Sub-Committee Chairperson for the remainder of the term of office.

It was moved by John Johnston, seconded by Marjorie Ricketts that a cash advance of \$200.00 be authorized for Doreen Johnson for expenses incurred during the year.

The Chairman suggested that a grant from the Race Relations Directorate be pursued by the Budget Sub-Committee and the Budget Sub-Committee also pursue funding from the Secretary of State. Marlene Thomas agreed to take care of the two grant applications.

(d) Mediation Sub-Committee:

The Chairman advised the Committee that the Mediation Sub-Committee had been very active and had met a number of people and attempted to resolve their complaints. He read the recommendations from the Mediation Sub-Committee report and said that due to the nature of complaints, the names of the people would be eliminated. However, following discussion the Committee agreed that the Mediation Sub-Committee report be referred back to the Mediation Sub-Committee to be re-worded to delete any reference to a particular individual and then referred back to the Committee.

There being no further business, the meeting then adjourned.

Taken as read and approved.

Stella Glover
Secretary

Professor H. Jain
Co-Chairman

The following is a summary of the findings of the study conducted by the author, which is a review of the literature on the subject of the treatment of the common cold.

The study was conducted by a group of researchers who have been working on the common cold for many years. They have found that the common cold is a very common disease, and that it is caused by a virus. The virus is spread from person to person, and it is most common in the winter months.

The researchers have found that the common cold is a very mild disease, and that it usually goes away on its own. However, there are some cases in which the common cold can be very severe, and it can lead to complications. In these cases, it is important to seek medical attention.

The researchers have also found that there are many different treatments for the common cold, and that some of these treatments are more effective than others. However, there is still a lot of controversy about the best way to treat the common cold.

The researchers have found that the best way to prevent the common cold is to avoid contact with people who have the cold. They have also found that it is important to wash your hands frequently, and to avoid touching your face.

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MEMBERSHIP POLICY GUIDELINES AND ASSOCIATED PROCEDURES FOR THE CITY OF HAMILTON RACE RELATIONS COMMITTEE

This Proposal envisages the formation of a Race Relations Committee and an Advisory Council.

RACE RELATIONS COMMITTEE:

A Committee of City Council Will Deal With Race Relations

1. The Race Relations Committee will be called "The Mayor's Race Relations Committee" and hereafter "The Committee".
2. The Committee will consist of the Mayor, two Aldermen, nine citizen members and Chairperson of the Advisory Council.
3. At least two-thirds of the nine citizen members of The Committee will be from the Advisory Council. The remaining members, if any, may be from the community at large.
4. The Mayor will be the Chairperson of The Committee and The Committee members will elect the Co-Chairperson from members. The Co-Chairperson will preside over all meetings and activities of The Committee in the absence of the Mayor.
5. The standing Sub-Committees of The Committee are:
 - (a) Committees and Commissions - look into the composition of Committees and Commissions and encourage the members of visible and ethnic minorities to apply to various Committees and Commissions.
 - (b) Finance - prepare and manage budget, look into funding sources.
 - (c) Media - monitor all print and electronic media.

- (b) formulate and recommend to Council appropriate policies and strategies, which will reduce tensions and enhance the community, race, and ethnic relations climate in the City;
- (c) work actively with the Hamilton-Wentworth Regional Police Department, the Hamilton and Area Boards of Education, and other relevant organizations and institutions to foster a spirit of mutuality, trust and respect amongst the City's visible minorities and other community groups;
- (d) encourage minority and other local groups, both public and private, to engage in programmes for the improvement of community relations and the fulfilment of human rights;
- (e) initiate and co-ordinate discussions between individuals or groups to lessen tensions and promote understanding in the community;
- (f) receive, review, facilitate and offer assistance to complainants as required on matters of tension, prejudice, racism and practices of discrimination;
- (g) recommend to the Municipality, programmes to provide equal treatment and employment opportunity, including recruitment, hiring, training and promotion for visible and other minorities;
- (h) recommend that other government, educational, and social agencies research the status and treatment of minority and other community groups in Hamilton and area; and,
- (i) to learn, understand, respect and convey the special status and issues of Native People(s) (aboriginals of this country) as well as their rights, whether it be aboriginal/treaty.

ADVISORY COUNCIL:

1. The strength of the Advisory Council will be 35 community members plus the Resource Persons.
2. The following possible non-voting Resource Persons for the Advisory Council are proposed:

5. To network different communities in the planning of programmes for the promotion of harmonious race relations within the community.
6. To recommend Race Relations Educational Programmes to the Race Relations Committee.
7. To work together with Resource persons representing various institutions in an effort to promote harmonious race relations.

SELECTION OF MEMBERS to Advisory Council and The Committee

1. Application for membership to the Advisory Council and/or The Committee will be invited by advertisement in the local media,

and, a letter to visible minority and ethnic Associations in the Hamilton area requesting their interested members to apply for membership on the Council and/or The Committee.
2. The Selection Committee will consist of the Mayor, two Aldermen, Immediate Past Chairperson of the Advisory Council and Immediate Past Chairperson of The Committee.
3. Criteria for selection of members for the Advisory Council or The Committee will be primarily the applicant's involvement in promoting racial harmony in the community and care should be taken that the maximum number of various visible minority groups are represented on the Council and The Committee.
4. The Selection Committee reserves the right to add up to two more members to the Advisory Council if/as the need arises or fill vacancies on The Committee if/when they occur during the term.
5. The names of those selected will be presented to Council at their next meeting.
6. Members are expected to attend all meetings, including the Sub-Committee meetings, on a regular basis. If however a member is absent from two consecutive meetings without due cause, that member will be advised in writing that they shall cease to be a member if they do not attend the meetings regularly.

NOMINATION APPLICATION PROCESS:

The representatives will be selected on the basis of experience, special expertise in the area of cross-cultural relations, knowledge of or membership in native groups, various Hamilton racial minority groups, or agencies serving the needs of such groups.

City Council encourages the submission and/or nomination by individuals who may be considered for appointment to The Committee. Submission should include a biographical note on the individual, including his/her qualifications and experience as well as an indication of the nominee's willingness to serve, and 3 references.

Nominations should be forwarded to the City Clerk's Department, Membership City of Hamilton Race Relations Committee, City Hall, 71 Main Street West, Hamilton, L8N 3T4.

2 (d)

1991 April 6

REPORT OF THE MEDIATION SUB-COMMITTEE

Members of the Executive and of
Mayor's Race Relations Committee.

Dear Colleagues:

I am writing this report to bring you up-to-date on the matters before the Mediation Sub-Committee. This report is a revised version of my February 27, 1991 report deleting personal names.

(a) Mr. R.S.

The Mediation Sub-Committee felt that this man was the victim of needless and undue violence on the part of H-W Regional Police, due to his colour (his colour is black; his origin is East Indian; and his homeland is Trinidad). Moreover, his attempt to lay a complaint against the police showed the difficulties the police chose to throw in his path particularly the warning that the facts in the complaint might be used against him in court. The new Provincial complaints procedure was investigated by me in this respect and found wanting on exactly the same grounds: the police investigate themselves and can use his facts as evidence against him. Equally abhorrent was the fact that the police picked him up at his place of work after visiting his home in order to photograph and fingerprint him a second time! He has since retained a lawyer who will represent him in court in two appearance scheduled, I believe, in mid-April.

RECOMMENDATION:

1. That the Committee suggest to the Province that a better procedure for investigating complaints be put in place; specifically that people other than police officers be hired to conduct investigations into allegations of police misconduct. We find the assertion that no persons other than police officers are qualified to conduct investigations to be not credible. Three such qualified categories of people immediately come to mind: retired police officers and instructors and graduates of the various criminology courses offered in post-secondary institutions across the Province. The assertion that only active police officers are so qualified smacks of a self-serving concern of police

RECOMMENDATION:

The Mayor's Race Relations Committee should write to these companies requesting a meeting informally to discuss the complaints.

(d) Ms. T.J.

Ms. T.J. (a black) and her two employees (one black, one Arab) made several complaints of what they alleged to be racial discrimination in treatment of visible minority stallholders in the Hamilton Farmer's Market by the Market Manager. These included encroachment on the fire lines, harassment of visible minority truck drivers delivery produce, garbage collection, and personal rudeness by the Market Manager.

RECOMMENDATION:

A letter be sent to the Hamilton Farmers' Market Sub-Committee requesting a meeting (or place on their agenda) to discuss these complaints with Ms. T.J., her two employees, as well as another visible minority stallholder, Mr. R.S.

(e) Nurses E.S. and L.B.

The former case was resolved by the Ontario Human Rights Commission to the satisfaction of E.S., though I do not believe that, as yet, the hospital has lived up to its commitment to her.

The latter case was heard on Feb. 28 by the Ontario Human Rights Commission. Whether or not these individual cases (involving black nurses) are resolved, the bigger question remains of reforming the promotional system at all Hamilton hospitals so that nurses of visible minorities have equal access to supervisory appointments. We have not received an answer as yet, I believe, on our recommendation to the Race Relations Directorate that they investigate the promotional practices of area hospitals.

RECOMMENDATION:

Pursue the progress of our recommendation to the Race Relations Directorate.

AD HOC DINNER COMMITTEE

2 (e)

Held 1991 March 21

There were present: Mr. L. Pasis
Ms. M. Ricketts
Ms. M. Hajosch
Ms. E. Quildon
Prof. H. Jain

In accordance with the decision of the Mayor's Race Relations Committee meeting of 1991 March 08, an Ad Hoc Committee was struck to enter into discussion with the Multicultural Council with regard to the proposal to amalgamate the Race Relations Dinners sponsored by the Multicultural Council and the Mayor's Race Relations Committee. This Ad Hoc Committee consisted of Professor H. Jain, Mr. S. Pooni, Mr. N. Takhar, Ms. M. Ricketts, Mr. L. Pasis and representatives from the Multicultural Council.

The Ad Hoc Committee met on 1991 March 21, at which meeting the following points were agreed upon to be presented to the Mayor's Race Relations Committee and Multicultural Council for approval:

1. The banquet in October should be a joint Race and Ethnic Relations Banquet.
2. Costs and profit (if any) should be shared 50/50 between the two groups.
3. There will be two Ad Hoc Committee Chairmen consisting of:
 1. Dr. Harish Jain - Mayor's Race Relations Committee
 2. A representative to be named by the Multicultural Council
4. The combined Committee to be empowered to make final decisions regarding the Banquet. Reports to both the Mayor's Race Relations Committee and Multicultural Council will be provided for information only.
5. Five hundred dollars each will be initially available from both the Mayor's Race Relations Committee and the Multicultural Council.
6. Tax receipts will be issued by the Multicultural Council for \$20.00 of the \$40.00 plus G.S.T. ticket price. The cost to be increased in the final week to \$45.00 plus G.S.T. per ticket.
7. A common letterhead to be created and used for the Banquet only.

-- dictated by Professor H. Jain

3.

March 18, 1991

All Members
Mayor's Race Relations Committee
Hamilton-Ontario

RE: WAR AGAINST STARVATION

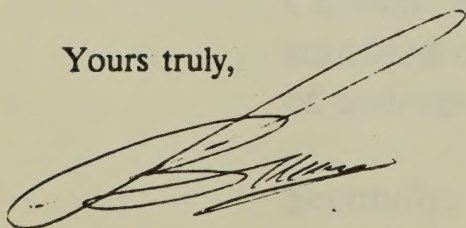
I am enclosing transcript of a program telecast on Vision Television Network on March 16, 1991 proposing a novel plan for complete eradication of hunger and starvation in our community.

This proposal ensures that with proper implementation, every hungry person is guaranteed food when most needed without sacrificing their dignity or self respect. It is also a zero-sum suggestion with no additional burden on the tax payer.

I would like to get your input for working out some details of the proposal. The members of the Race Relations Committee have a unique opportunity to make their contribution in eliminating hunger and the need for food banks and take the leadership role for communities across Canada.

I will be only too pleased to arrange a presentation to the committee in its next meeting. If you need any further information please call me at 561-2431 or fax your queries at the same phone number prior to the committee meeting.

Yours truly,



Bashir Khan
Member
Hamilton Mayor's Race Relations Committee

W. A. S.

War Against Starvation

*Transcript of a telecast
on
Vision Television Network*

March 16, 1991

*Host: Bashir Khan
Guest: Shahid Akhtar*

WAR AGAINST STARVATION

BASHIR: Before the gulf war started the newspapers were full of stories about food banks in almost all major cities in Canada. One does not read about them so much now but the problem is still there. We have invited Mr. Shahid Akhtar to talk about this issue. What do you think can be done to eradicate this problem.

SHAHID: There are ways in which we, as members of the general public, can make a solid contribution in eliminating hunger in our midst. Like most Canadians I am distraught at the plight of thousands of people lining up at the food banks all over the country. I shudder at the thought that due to the staggering increase in the number of people who have to resort to food banks this institution might become a permanent part of our culture putting an ugly stain on the image of Canada.

Two facts must be clearly understood in order to appreciate the true nature of hunger in our society:

First; there is absolutely no justification in a country like Canada for anyone to go without food considering our standard of living, affluence of wealth and good heartedness of average Canadian and

Secondly; it is also a fact that no matter how much we like to believe otherwise, there are thousands of individuals and families who do go without food and who are desperate enough to resort to food banks compromising their dignity, pride and self respect.

BASHIR: I guess that no one can dispute these two facts but the question is what can be done to solve the problem.

SHAHID: There is something that can be done. There are ways which if properly implemented can guarantee resolution of this problem in Canada for good and virtually do away with the need for food banks and soup kitchens. We are not talking about eliminating poverty or overhaul of welfare system. These are important and larger issues. We are addressing a very specific issue i.e. to guarantee a starving person some food for those occasions when nothing else is available.

Here is the suggestion:

There is no doubt that most Canadians, if approached in the comfort of their homes by individuals or families who they know are starving will not only be willing but eager to help with some food no matter how simple, modest or basic. I can not imagine any one who will refuse to come up with a little food saying that they cannot afford to offer even a baked potato, a bowl of rice or a slice of bread or whatever may be leftover from the day before.

The problem is how to bring to the attention of the starving person that there are places where they can go with the absolute assurance that at least some food, no matter how modest, will be offered to alleviate the pangs of hunger. If this hungry person and the family who is willing or even eager to help can be brought together we have licked the problem of starvation in Canada.

BASHIR: But how do you bring these two parties together.

SHAHID: The easiest way is to indicate the willingness of a family to favourably respond to the request of a hungry person with some visible identifiable sign.

On the pattern of Block Parent a sign can be designed with the acronym W.A.S. representing War Against Starvation for display in a low key manner. Such a sign would not be too loud but conspicuous enough so that some one who is looking for it can find it.

Such a sign would simply indicate to the hungry people that if they knock at a door displaying an agreed sign, they will not be turned back and the door will not be slammed in their face. I.e. the sign with acronym WAS representing War Against Starvation. Such a sign would not be too loud but conspicuous enough so that some one who is looking for it can easily locate it.

BASHIR: Won't some people be reluctant in opening their doors to strangers.

SHAHID: This is where the proposal is really fool proof. Although the warmth of being able to help is such that most families would welcome the opportunity to invite such persons in, you do not have to do so unless you want to. All you have to do is just not turn down the request for very basic food. No one can misuse the system because all you are encouraging is giving assurance to the desperately hungry person that some food will be provided without compromising their dignity.

If the security concern is critical such persons do not even have to display the sign. They can contribute food to a neighbour who displays the sign and this way participate in the program with no risk whatsoever.

BASHIR: Will this proposal cost a lot of money.

SHAHID: It will not result in any financial drain on the people who want to help. If a persons is asked for money sometimes even a quarter is hard to come by. Also you do not want to encourage even inadvertantly a class or panhandlers. But some spare food is never a problem with most households specially those who will be agreeable to participating in such a program.

In terms of how much the plan will cost. Again very little. What it will need is extensive publicity and enthusiastic volunteers. Lot of newspapers will be willing to give their space and time as a community service to publicize such a program to bring the generous people together with those who need a little food.

BASHIR: What should be the starting point.

SHAHID: As the starting point I think volunteer individuals and groups should discuss this project in their local communities with their aldermen, community agencies, local newspapers and and themselves on how they can introduce such a plan to their communities. It may be a small step but it can eliminate a horrible problem virtually without costing anything to the tax payer. We should understand that we do not always need big bucks to solve big problems. Some times we just need big hearts.

BASHIR: I guess we have already taken the first step by broadcasting this proposal. Those of our viewers who need some further help in launching their own campaigns or coordinate them can call us or write to us. We will be making some presentations in our local communities and will gladly share our experience with them. Thank you Shahid.

APPROVED: _____
Mayor's Race Relations Executive Committee

DATE: _____

RECOMMENDATIONS

1. That the Mayor's Race Relations Committee endorse the proposal of NACOR to present a case before the Board of Public Works to acquire the site of the old building.
2. That the Mayor's Race Relations Committee support the NACOR proposal to acquire the site of the old building by Mayor's Race Relations Committee representative in the District of Columbia.
3. That the Co-Chairman of the Mayor's Race Relations Committee, Dr. Harold J. Smith, call on the Planning Commission of the District of Columbia.

FINANCIAL STATEMENT/ESTIMATE: \$100,000.00

H/A

4.

CITY OF HAMILTON
- RECOMMENDATION -

DATE: 1991 April 23

REPORT TO: Mrs. S. Glover, Secretary
Mayor's Race Relations Committee

FROM: Mrs. S. Glover, Secretary
Mayor's Race Relations Executive Committee

SUBJECT: NACOI - Proposed Seminars

RECOMMENDATION:

1. That the Mayor's Race Relations Committee endorse the initiative of NACOI in planning three seminars to address the needs of visible minority communities.
2. That the Mayor's Race Relations Committee support the NACOI initiative through participation by Mayor's Race Relations Committee representatives at the Toronto seminar.
3. That the Co-Chairman of the Mayor's Race Relations Committee, Dr. Harish Jain, will sit on the Planning Committee of the Toronto Conference.

FINANCIAL/STAFFING/LEGAL IMPLICATIONS:

N/A



INTRODUCTION:

The National Association of Canadians of Origins in India (NACOI) was founded to fill the vacuum that had previously existed due to the lack of an organization to provide a national voice to persons of origins in India, who had made Canada their home. Not that there were no organizations of East Indians. Indeed, in virtually every sizable city, one or more organizations could be found catering to their needs, but most of these were strictly local. More importantly, their interests and activities were primarily in the cultural, religious, linguistic and social areas, leaving a gap in the socio-civic field. These socio-civic concerns were either receiving attention in a haphazard fashion or not at all; and other factors such as recurring incidents of friction in a number of cities, and growing inequalities in employment, education, and social participation stressed the need for a national body. The answer was the formation of NACOI at the Founding Conference held in Ottawa in August 1976.

AIMS AND OBJECTIVES:

The aims and objectives of NACOI, as set out in Article III of the Constitution are:

- To encourage Canadians of origins in India to fully participate in Canadian Society.
- To provide a national voice of Canadians of origins in India.
- To provide a forum for the exchange of ideas, issues and common concerns.
- To facilitate communication within and with other organizations.
- To assure and protect the rights of Canadians of origins in India.
- To assist in the orientation and adaptation of Canadians of origins in India to the Canadian milieu and to bring about a better understanding to Canada and other Canadians.
- To formulate guidelines for improving the collective image of Canadians of origins in India.
- To assure due recognition of the contributions of Canadians of Origins in India to Canada.

- To encourage establishment of centres and services to meet the needs of Canadians of origins in India.

MEMBERSHIP:

In order to draw its strength from individuals as well as from existing organizations, the NACOI Constitution provides for two kinds of memberships:

INDIVIDUAL MEMBERS: Any Canadian (including landing immigrant) of origins in India who subscribes to the aims and objectives of NACOI can become a member of NACOI on payment of annual dues.

AFFILIATED MEMBERS: Groups or Associations of people of origin in India who subscribe to the aims and objectives of NACOI can become affiliated members on payment of annual dues.

The provision of affiliated membership makes it possible for existing organizations to participate in the affairs of NACOI though their primary interests might be in the cultural, religious or linguistic areas. This provision also assures close coordination and cooperation between existing organizations and NACOI in dealing with socio-political matters, thereby minimizing duplication of efforts and reducing conflicts.

ORIGINS IN INDIA:

The phrase "Origins in India" applies to all persons, who by birth, marriage or ancestry, have their origins in India regardless of the country from which they migrated to Canada. Accordingly, membership in NACOI is open to all those who came to Canada from India as well as from Pakistan, Bangladesh, Nepal, Tibet, Uganda, South Africa, the West Indies and other parts of the world, whose origins can be traced to India through birth, marriage or ancestry.

NACOI ACTIVITIES:

A major part of the activities of NACOI are carried out through lobbying, networking, presentation of briefs and meetings mainly at the national as well as at the provincial and local levels.

Our primary means of Communication with the membership is through the NACOI newsletter, Forum, which is published quarterly. Attempts are also made to bring issues of vital concern to the attention of the community through the news media.

Over the last number of years, NACOI has presented a number of briefs at the national level, some of the more important ones are:

- A brief to the House of Commons Special Committee on Visible Minorities. Their report is known as "Equality Now".
- A brief to Judge Abella on issues of Employment Equity for Visible Minorities.
- A brief to the Standing Committee of Parliament on Multiculturalism.
- A brief to the Special Joint Committee of the Senate and the House of Commons on the Meech Lake Accord.
- A brief concerning the proposed Heritage Languages Act.
- A paper on Police/Community Relations Development.

We have given our input through our participation in national level discussions on important issues such as:

- Race Relations
- Immigration Levels
- Criteria for Citizenship
- Media Relations

NACOI National Conference is held every year in a different city. It is attended by elected delegates from local chapters from across Canada. We have also been able to hold workshops and Conferences specially for Women and Youth. Information Kit is available for Youth and Women outlining sources of existing services and programs.

From time to time, NACOI has taken up cases of individuals to assist them on issues such as immigration, employment, education, etc.

16. NEED FOR ACTIVITY

To address the needs of visible minority communities in general, and Canadians of Indian origins in particular, with regard to the barriers and obstacles these groups face in their endeavour to become integrated into Canadian society. In particular, there is a need to make minorities more knowledgeable and effective in the areas of racism in the workplace, access to services, and media stereotyping and marginalization from the Canadian mainstream.

17. OBJECTIVES

The primary purpose of this activity is make our members more aware of the barriers they face and better equipped to overcome them. The emphasis will be on legal rights, entitlements under provisions of government policies, and methods of engaging other community groups, religious organizations and private sector interests, in securing for minority communities full and equal participation in Canadian society.

18. DESCRIPTION OF ACTIVITY AND PLAN OF ACTION

There will be three major activities planned in the form of seminars and workshops:

1. Montreal - Discrimination in the Workplace

This seminar will look at how access to employment programs work, the legal and policy basis for such programs, and the means available to visible minorities to benefit from this policy. With respect to discrimination, legal protections and rights to redress will be discussed with a focus on access to employment and fair treatment in the working environment.

2. Vancouver - Minority Communities and the Media

The session in Vancouver will deal with issues of stereotyping and scapegoating in the mainstream media. Executives and spokespersons for various organizations will look at how the media works, strategies for dealing with the media and communication skills necessary for projecting an accurate and sympathetic picture of the community. The objective will be to achieve balanced reporting and an improved community image.

3. Toronto - Cross Cultural Understanding

The issue of bias is not just one of discrimination; individual

members of visible minority communities are denied full access to education, health, employment and other social services because of cultural misunderstandings. This seminar would be designed to educate our community to the issue and to develop community programs to foster better understanding and relationships with other groups.

Each session would be a whole day program limited to forty participants from the identified metropolitan centres and the neighbouring provinces/cities. For example, in Montreal we would invite participants from Nova Scotia, New Brunswick, Ottawa, etc.

A similar approach would be taken to other centres.

This activity will be organized by NACOI. However, in carrying out this undertaking, NACOI will be working with a number of other organizations. In this respect, we have already consulted, in addition to our own chapters, several organizations including:

- National Federation of Pakistani Canadians
- Committee For Racial Justice (B.C.)
- Federation of Trinidad and Tobago Associations of Canada
- Canadian Federation of Vietnamese Associations

A planning committee will be established to identify resource persons and associated contacts, develop seminar programs, prepare agenda items, develop criteria for participant selection, and so forth. To implement these activities efficiently and effectively, a program co-ordinator would be retained.

Creating the sustainable region

Saturday, June 15, 1991 Hamilton Convention Centre

Registration deadline May 31, 1991 Register today. Space is limited.

Please indicate your workshop choice on the reverse side.

Send this form to:

Brenda Poland, Communications Co-ordinator, c/o Regional Planning Department,
119 King St. W., 14th floor, Hamilton, Ontario L8N 3V9

Address : _____

 Public Transit Requested : N ☐ Y ☐

Name : _____
 Phone : _____
 home () _____
 office () _____
 Child Care : N ☐ Y ☐ /Ages : _____

Registration Information

When: Saturday, June 15, 1991

9:00 am - 4:30 pm

Registration: 8:30 am - 9:00 am

Where: Hamilton Convention Centre

115 King St. West,
Hamilton, Ontario

Cost: free (including breaks
and lunch)

Assistance: free child care at the
YWCA and public transit.
Please indicate on registration
form if applicable.

Accessibility: The Convention Centre
is wheelchair accessible.

Registration deadline:
Friday, May 31, 1991

Creating the sustainable region:

*a community forum on
Hamilton-Wentworth's
future*

**Saturday, June 15, 1991
9:00 am - 4:30 pm**

**HAMILTON CONVENTION
CENTRE**



For further information:
Brenda Poland, Task Force
Communications Co-ordinator
c/o Regional Planning Department
119 King St. W., 14th floor
Hamilton, Ontario
L8N 3V9 (416) 546-4162

Printed on recycled paper

*Regional Chairman's Task Force on
Sustainable Development*

Do you wonder how, as a region, we can meet our challenges for the future? How can we ensure a healthy economy, a cleaner environment, and harmony between each other?

The Task Force on Sustainable development is developing a vision for Hamilton-Wentworth which, with your help, we hope will enable us to identify a desirable future.

Last fall, citizens told the Task Force what's important to them. Eight working groups were formed to investigate issues based on this input.

At the forum, you can hear what the groups are recommending for Hamilton-Wentworth. Join us and together, let's shape our future!

Task Force on Sustainable Development: *who are we*

The Task Force was formed in the spring of 1990 by the Regional Chairman of the Municipality of Hamilton-Wentworth, and is comprised of sixteen citizens and three regional councillors. It has a two-year mandate to develop a regional vision which will be used to guide economic, social and environmental policy development. An important aspect of the Task Force's work is to involve citizens in this process.

Program

8:30-9:00 am Registration

9:00-9:30 Introduction

Welcome and Overview of Task Force,
Regional Chairman
Reg Whynott

9:30-10:15 Workshops (part 1)

10:15-10:30 Break

10:30-12:00 Workshops (part 2)

12:00-1:15 pm Luncheon

Speaker: Colin Isaacs
Environmental Policy Consultant
member,

Ontario Round Table on Environment
and Economy

"Working Together for a Better Region"

1:15-2:45 Reports from workshops

2:45-3:00 Break

3:00-4:30 Discussion and public
submissions

**Most of the day will be broadcast
live on Cable 14**

Note: Program is subject to change.

Workshop options

Eight working groups were formed this spring to investigate issues identified through citizen input received last fall. Each working group is made up of Task Force members and other citizen volunteers.

One of the main purposes of the forum is to allow you to hear and to comment on the recommendations of the working groups. The issues the groups are examining are listed below.

Workshops will be concurrent. However, after lunch, overviews from each workshop will be presented to everyone.

Please indicate your first and second choice:

1. ☐ Human Health
2. ☐ Ecosystem Integrity (human disturbances of natural processes)
3. ☐ Natural Areas
4. ☐ Community Design
5. ☐ Culture and Learning
6. ☐ Community Well-Being
7. ☐ Economy, Livelihood and Education
8. ☐ Food and Agriculture

Note: The scope of each working group is subject to change. Workshop choices filled on a first-come basis

APR 15 1991

Task Force on Sustainable Development

economic, social and environmental planning for the future

April 10, 1991

5.

Stella Glover
Mayor's Race Relations Comm.
c/o 71 Main St. West
City Hall
Hamilton, Ontario
L8N 3T4

Dear Ms. Glover:

On June 15, 1991, there will be a community forum on Hamilton-Wentworth's future in which, I'm sure, your organization would like to participate. The objective of the forum is to contribute to a regional vision and to bring together as many different people as possible for a day of discussion on creating a sustainable region.

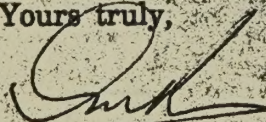
The forum is organized by the Regional Chairman's Task Force on Sustainable Development which was set up by regional council in 1990 to recommend future economic, environmental and social directions in Hamilton-Wentworth.

Enclosed, you will find a brochure outlining the forum. In the afternoon, between 3:00 and 4:30 pm, there will be an opportunity for community groups to make a short presentation to the Task Force. Unfortunately, there will not be time for the Task Force to respond to each presentation, but the members would like to listen and take note of citizens' concerns.

Your organization is invited to prepare a five minute presentation to the Task Force. Please complete and mail the enclosed Presenter's Information Sheet as soon as possible as space is limited. You may wish to attend the rest of the workshop. If this is so, please send in your registration form with the Presenter's Information Sheet.

If you have questions concerning the forum, please contact either Mark Hornell, Task Force Co-ordinator at 546-2195 or Brenda Poland, Task Force Communications Co-ordinator at 546-4162.

Yours truly,



Councillor Don Ross
Task Force Chairman

BP:fd

Encl.

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Regional Municipality of Hamilton-Wentworth
119 King Street West, 14th Floor, P.O. Box 910, Hamilton, Ontario, L8N 3V9 (416) 546-2195, Fax: 546-4364

Presenter's Information

*Creating a sustainable region:
a community forum on Hamilton-Wentworth's future
Saturday, June 15, 1991*

Name : _____

Organization : _____

Address : _____

Phone: (work) _____ (home) _____

Please check (✓) which case applies to you :

☐

I will attend the whole forum. My registration form is attached.

☐

I will attend only the public submission session (3:00-4:30pm).

Please send completed form to :

*Brenda Poland, Task Force Communications Co-ordinator
%Regional Planning Department
119 King St. W., 14th. floor, P.O. Box 910
Hamilton, Ontario
L8N 3V9*

Researcher's Information

Creating a researchable question:

A researchable question on the Nelson-Mandela's future

Example: June 12, 1991

Name: _____

Organization: _____

Address: _____

City: _____

Phone (area): _____

Project (topic): _____

When asked to write a paper in your

I will search the web to find the right material
☐

I will use only the facts I find and write them down
☐

When asked to write a paper in your

When asked to write a paper in your

When asked to write a paper in your

When asked to write a paper in your

When asked to write a paper in your

When asked to write a paper in your

or's Race Relations Committee

1991 July 3

NOTICE OF MEETING**Mayor's Race Relations Committee**

Friday, 1991 July 12

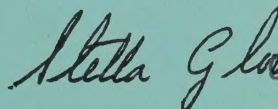
4:00 o'clock p.m.

Room 233, City Hall

URBAN MUNIC. AL

JUL 11 1991

GOVERNMENT DOCUMENTS

**Stella Glover**
Secretary**PRESENTATION on Community Outreach Programme by Office of the Police Complaints Commissioner -****Commissioner Clare Lewis and
Senior Investigator (Hamilton-Niagara Region) Colin MacKenzie****AGENDA**

1. Minutes of meeting held 1991 May 3 (attached)
2. **Sub-Committee Reports:**
 - a) Executive Committee - **Professor H. Jain**
 - b) Membership Sub-Committee - **M. Thomas** (attached)
 - c) Budget Sub-Committee - **N. Takhar**
 - d) Public Awareness Sub-Committee - **D. Johnson**
 - (i) Photo Contest - **H. Probert** (attached)
 - (ii) Inter-Marriage Seminar - **T. Childs** (attached)
 - (iii) Race Relations in Workplace - **P. Shebib**
3. NACOI Conference Report - **M. Thomas**
4. Race Relations Dinner
5. Other Business
6. Adjournment

Friday, 1991 May 03
4:00 o'clock p.m.
Room 233, City Hall

The Mayor's Race Relations Committee met.

There were present: Mayor R.M. Morrow, Co-Chairman
Professor H. Jain, Co-Chairman
Mr. S. Beckir
Mr. I. Boyko
Mr. T. Childs
Rev. J. Johnston
Mr. B. Khan
Mr. P. Ma
Mr. N. Oliveira
Mr. L. Pasis
Mr. S. Pooni
Mrs. H. Probert
Mrs. M. Ricketts
Ms. M. Thomas
Mrs. M. Wells
Mr. A. Zemitis

Also present: Alderman B. Hinkley
Acting Sgt. M. Webber
Mr. G. Ostofi
Mrs. S. Glover, Secretary

Regrets: Mr. P. Leon
Mrs. B. Twal
Mr. M. Webber
Mr. P. Shebib

Due to lack of a quorum, the Committee proceeded to make recommendations which were subsequently ratified when a quorum was present.

1. Minutes of the Meeting

It was moved by John Johnston, seconded by Nuno Oliveira and **CARRIED** that the minutes of the meeting held 1991 March 08 be adopted as presented.

2. Sub-Committee Reports

(a) Executive Committee

Dr. Jain reported for the Executive Committee and advised the Committee of 2 proposed visits at the next meeting from the Fire Chief and from the Office of the Police Complaints Commissioner.

It was resolved that due to time constraints, the senior investigator with the Police Complaints Commission be invited to attend the meeting of the Mayor's Race Relations Committee while the Fire Chief be invited to attend the Executive Committee meeting only.

(b) **Membership Sub-Committee**

The Committee was advised that the Membership Guidelines had been adopted by City Council for implementation with the next term of Council. Ms. Thomas informed the Committee of 15 outstanding applications for membership. She said the Executive Committee agreed that 2 vacancies on the Committee should be filled until the present term expires on October 31. A Membership Committee meeting has been set for May 17. Ms. Thomas said the remaining applicants would be advised that they should apply for membership on the restructured Committee with the next term of Council.

(c) (i) **Inter-Marriage Forum**

Mr. Childs attended and advised the Committee of the proposed Inter-Marriage Forum which had been postponed at the previous Executive Committee meeting. He said that this would now be held on Thursday, May 30 at Mohawk College, Fennell Avenue Campus and submitted a proposed budget.

Mayor Morrow suggested that the tokens of appreciation for speakers at this event could be obtained from his office.

It was suggested that the amount requested for refreshments could be reduced and a suggestion was made that coffee and donuts only be served.

Mayor Morrow thanked Mr. Childs for his work in putting together this forum.

It was moved by Tyrone Childs, seconded by Michael Webber and **CARRIED** that the Public Awareness Sub-Committee be granted the sum of \$450.00 for the Inter-Marriage Forum - Similarities and Differences to be held at Mohawk College on Thursday, 1991 May 30.

At this point two further members arrived and, a quorum now being present, the previous recommendations were adopted.

(c) (ii) **Race Relations in the Workplace Forum**

The Committee was in receipt of a proposal by Mr. Peter Shebib for a Race Relations in the Workplace Forum. It was noted that the keynote speaker had yet to confirm before a firm date in June could be established for this forum.

The proposed budget was considered and a suggestion made that this amount was too modest and that other contingencies might have to be taken into account.

It was moved by Harish Jain, seconded by Marjorie Ricketts and **CARRIED** that an amount not to exceed \$500.00 be allocated for the Race Relations in the Workplace Forum.

The Committee directed that as there would not be another meeting before the event, the Committee should be informed of the details by mail in order that as many persons as possible could attend.

(e) **Ad Hoc Dinner Committee**

The Committee was in receipt of a report from the Ad Hoc Dinner Committee on which Professor Jain expounded.

Mr. Pasis advised the Committee of a new Board at the Multicultural Council and said that the recommendations of the report would be addressed by them at a meeting in approximately four weeks time.

Discussion ensued and it was noted that the subject of award recipients would be addressed by the Ad Hoc Planning Committee. Concern was expressed that the proposed increased cost would reduce the number of people attending.

It was moved by Harish Jain, seconded by John Johnston and **CARRIED** that the Mayor's Race Relations Committee support the merging of the Mayor's Race Relations Committee and the Multicultural Council dinners subject to the approval of the Multicultural Council.

3. **War Against Starvation**

The Committee was in receipt of a report from Mr. Bashir Khan dated 1991 March 18 with regard to War Against Starvation. Mr. Khan addressed this report and advised the Committee to contact him if they wished any further information.

The Chairman commended Mr. Khan on his initiative and suggested that Committee members contact him if they wish to pursue the matter.

4. **Photography Contest**

The Committee was in receipt of a proposal from Mrs. Probert with regard to a proposed Photography Contest.

It was moved by Helen Probert, seconded by Harish Jain and **CARRIED** that the proposal from Mrs. Helen Probert dated May 3, 1991 with regard to Photo Contest for The Year of Racial Harmony be adopted and that the sum of \$1,000.00 be authorized for this project.

5. **Mediation Sub-Committee**

The Committee was in receipt of a report dated 1991 April 06 from Mr. K. Stone, Chairperson of the Mediation Sub-Committee.

It was moved by Mayor Morrow, seconded by Marjorie Ricketts and **CARRIED** that recommendation (a) be deferred. It was moved by Ken Stone, seconded by Santokh Pooni and **CARRIED** that the Mayor's Race Relations Committee urge the Hamilton Board of Education to speed up the process of implementing its Race Relations Policy.

With regard to item (c) it was noted that one company had responded and the situation was being resolved. It was moved by Harish Jain, seconded by Marlene Thomas that the Mediation Sub-Committee follow up the complaints with regard to the fast food industry by contacting the two companies who had not responded to the Committee's letter.

It was moved by Marlene Thomas, seconded by Nuno Oliveira and **CARRIED** that the secretary is to contact the Manager of the Hamilton Farmers' Market requesting a meeting to discuss complaints from a stallholder.

It was moved by Ken Stone, seconded by Tyrone Childs and **CARRIED** that a further letter be sent to the Human Rights Commission from Mayor Morrow and Professor Jain requesting that they follow the earlier recommendation to launch an investigation into the promotional and staffing practices of Civic hospitals in Hamilton and that a copy of this letter be sent to Minister Elaine Ziemba and Premier Bob Rae.

It was moved by Ken Stone, seconded by Ivan Boyko and **CARRIED** that the Mediation Sub-Committee report be adopted with the exception of item (a) which was deferred.

6. NACOI Proposed Conference

Professor Jain reported on the recent visit to the Executive Committee of the President of NACOI with regard to 3 proposed seminars. He said one seminar would be held in Toronto and that there would be no cost to members of the Mayor's Race Relations Committee other than their transportation to Toronto. It was suggested that the a City van be used to reduce costs.

It was moved by Reynold Austin, seconded by Marjorie Ricketts and **CARRIED** that the following recommendations be adopted.

- (a) That the Mayor's Race Relations Committee endorse the initiative of NACOI in planning three seminars to address the needs of visible minority communities.
- (b) That the Mayor's Race Relations Committee support the NACOI initiative through participation by Mayor's Race Relations Committee representatives at the Toronto seminar.
- (c) That the Co-Chairman of the Mayor's Race Relations Committee, Dr. Harish Jain, will sit on the Planning Committee of the conferences.
- (d) That the following 5 persons from the Mayor's Race Relations Committee attend the Toronto conference: Marjorie Ricketts, Marlene Thomas, Santokh Pooni, Arthur Zemitis, Harish Jain.

7. Task Force on Sustainable Development

The Committee was in receipt of an invitation from the Task Force on Sustainable Development Community Forum to attend a Community Forum and make a presentation on 1991 June 15. Mr. Reynold Austin is to put together an outline for perusal by the two Co-Chairmen and make the presentation on behalf of the Mayor's Race Relations Committee at the Community Forum.

8. National Barbadian Conference

Mr. Reynold Austin made the Committee aware of the forthcoming National Council of Barbadian Association in Canada Inc. Conference to be held at the Holiday Inn, Hamilton from May 17-20.

The Committee **AGREED** to send 2 representatives to the National Council of Barbadian Association in Canada Inc. Conference to be held at the Holiday Inn, Hamilton from May 17-20, 1991 at a cost of \$115.00 each.

9. Ebony Fashion Show

Ms. Thomas made the Committee aware of the forthcoming Ebony Fashion Show to be held at the Hamilton Convention Centre on May 16, 1991 at 8:00 p.m.

10. Caribbean Potpourri '91

The Committee was advised of the Caribbean Potpourri '91 to be held at Sherwood High School on Saturday, May 11 at 7:30 p.m.

It was moved by Ken Stone, seconded by Ivan Boyko and CARRIED that the Mayor's Race Relations Committee purchase 10 tickets at a cost of \$10.00 each to the Caribbean Potpourri '91.

11. Drumbeat Summit '91

The Committee was in receipt of information regarding the First Annual Drumbeat Summit '91 hosted by Hodenosaunee Confederacy to be held at McMaster University from May 17-20, 1991.

The Committee AGREED to purchase 10 tickets for this Summit at a cost of \$6.00 each.

12. Adjournment

There being no further business, the meeting then adjourned.

Taken as read and approved.

Professor H. Jain
Co-Chairman

Mayor R.M. Morrow
Co-Chairman

Stella Glover
Secretary

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The Medical Profession and the War
The Medical Profession and the War
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THE JOURNAL OF THE AMERICAN MEDICAL ASSOCIATION
PUBLISHED WEEKLY
CHICAGO, ILL., MAY 1, 1919

Friday, 1991 June 14
4:30 o'clock p.m.
Room 219, City Hall

The Mayor's Race Relations Membership Sub-Committee met

There were present: Marlene Thomas, Chairperson
Nirmal Takhar
Santokh Singh Pooni
Michael Webber

Absent: Doreen Johnson
Peter Shebib

The Committee met to select an applicant for the vacancy on the Mayor's Race Relations Committee. All 16 outstanding applications were studied and a short list was formed. Out of this short list Mr. K. Balasubramaniam was chosen. Mr. Balasubramaniam is an applicant from the Tamil Community.

The Committee also selected three other applicants who will be placed on the Committee if and when vacancies arise as a result of letters to members who have not been functioning actively on the Committee.

RECOMMENDATION:

1. That Mr. Michael Webber, presently a resource person representing the Hamilton-Wentworth Roman Catholic Separate School Board, be appointed as a member of the Mayor's Race Relations Committee for the remainder of the present term of Council.
2. That the Hamilton-Wentworth Roman Catholic Separate School Board be invited to send a representative to sit on the Mayor's Race Relations Committee, as a resource person, to replace Mr. Michael Webber.
3. That Mr. Ken Balasubramaniam be appointed as a member of the Mayor's Race Relations Committee for the remainder of the present term of Council.
4. That the applicants who were not selected for membership at the present time be invited to attend Mayor's Race Relations Committee meetings as observers and are welcome to apply for membership with the next term of Council. A schedule of meeting dates is to be sent with this letter.
5. That a letter be sent to all Committee Members who have not been attending meetings on a regular basis, reminding them of the membership guidelines and asking their intentions with regard to future membership on the Committee.

Marlene Thomas
Chairperson
Mayor's Race Relations Membership Sub-Committee

Page 100 of 100
Date: 10/10/10
Time: 10:10:10

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CONCLUSION

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Mayor's Race Relations Co

GET YOUR CAMERAS AND YOUR IMAGINATIONS WORKING THIS SUMMER!

PHOTO CONTEST

SPONSORED BY: The City of Hamilton Mayor's Race Relations Committee

SUBJECT: Pictures illustrating Racial Harmony in Hamilton to celebrate the Year for Racial Harmony

DATE: September 23 - 27, 1991

LOCATION: Hamilton City Hall, 71 Main Street West, Second floor foyer

CATEGORIES:

1. Black and white
2. Colour - people, groups, activities
3. Colour - pictorial, montage, etc.

SIZE: Any size up to 8 x 10 inches

LIMIT: Two entries per person.
Name, address and telephone number on back of each photo
No professionals please.

PRIZES: Three in each category as follows:

1st prize - \$100.00
2nd prize - \$ 50.00
3rd prize - \$ 25.00

Judging to take place on Tuesday, September 24, 1991
There will be a reception for the winners at City Hall on Friday,
September 27 at a time to be announced.

PLEASE DELIVER YOUR ENTRIES TO THE SECRETARY OF THE MAYOR'S
RACE RELATIONS COMMITTEE, CITY CLERK'S OFFICE, CITY HALL, 71 MAIN
STREET WEST BY 4:30 P.M. ON FRIDAY, SEPTEMBER 20, 1991

ENTRIES BECOME THE PROPERTY OF THE COMMITTEE.

FOR FURTHER INFORMATION WATCH THE SPECTATOR IN SEPTEMBER, OR
CALL: HELEN PROBERT - 529-1272 or
SHARON BONHAM - 549-8431

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Inter-marriage Public Forum Budget

May 30th 1991

Expenditure:

<i>Mohawk College's Room C114 Rental</i>	-----	\$ 69.55
<i>Catering</i>	-----	235.35
<i>Printing</i>	-----	50.00
<i>Tokens of appreciation</i>	-----	-0-
<i>Miscellaneous</i>	-----	<u>31.79</u>

Income:

<i>Revenue</i>	-----	<u>7.00</u>
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Total

\$379.69

(\$63.31 under budget)

CA 40

URBAN/MUNICIPAL
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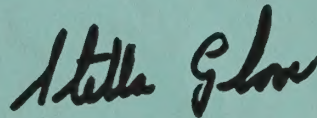
RUTH GREENWOOD
URBAN MUNICIPAL LIBR.
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HAMILTON PUBLIC LIBRARY

Mayor's Race Relations

1991 September 04

NOTICE OF MEETING

Mayor's Race Relations Committee
Friday, 1991 September 13
4:00 o'clock p.m.
Room 233, City Hall



Stella Glover
Secretary

Please be advised that a meeting of the Mayor's Race Relations Committee will be held at the above-mentioned time and place.

A parking permit for the City Hall car park is attached for your convenience and agendas will be distributed at the meeting.

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